Now the training in the National Archives of India, New Delhi, is being organised on comprehensive lines. In order to attract good candidates from outside as well as amply experienced and qualified personnel from the State Archives, it appears quite logical to award incentive in the form of advance increments, allowances, better pay-scales, promotions, etc. This would go a long way in furtherance of the cause of Archival Development. Of course there should be demarcation between the One Year Diploma and Short term course so far awarding of incentives is concerned. The merit of those who achieve brilliant success in One Year Diploma Course should be recognised on higher pedestal, so that the future candidates might get inspiration from the due encouragement, rendered by the Government. In a nutshell, due recognition of the Diploma in Archives-Keeping and encouragement for it, appears to be essential for the cause of Archival development as well.

Standing Committee's views : This resolution relates to matters of administration and as such should be the concern of the respective State/ Central Government.

Proceedings : This resolution was discussed and the members felt that it related to matters of administration and might be outside the purview of the Commission. The resolution was then dropped with the consent of the mover.

F. **Creation of Cadre posts in the State Archives**

(6) **Resolution by Shri J. Tewari**

"Resolved that keeping in view the main tenents of Public Administration, and main ingredients of Organisational set-up of an institution, the State Governments be requested to streamline Cadre posts in the State Archives in order to give time bound promotions to the personnel working thereby way of incentive as well as to put the Archives on sound footing by providing it better organisational pattern."

Explanatory Note : From many angles the Archives is a very important organisation. It is closely interlinked with Administration, History, Culture, and all Departments. Keeping in view the arduous, highly technical as well as Administrative nature of the work, highly qualified persons are recruited, the basic qualification being Second Class M.A. in History. In the absence of the Cadre posts and avenue of promotion in the State Archives, a person, for example, once recruited as an Archivist, remains an Archivist throughout his career, however, qualified he might be. This is a unique thing quite contrary to other services which is disadvantageous both to the personnel working in the Archives, and the Archives itself. It leads to discontentment and discouragement, as he has to work on the same post throughout and that too on less scale of pay as compared to that of the equivalent nature of jobs. It is worth mentioning that in all branches of service there is provision for Cadre Posts.

On the other hand, in the absence of Cadre Posts, no organisation can function properly on sound footing due to lack of co-ordination which is the essential feature of Administrative fabric. As a result of such a lacuna, there are Administrative inconveniences as well which hamper the cause

of Archival Development. In fact, sound organisational set-up is the very kernel of any Administrative fabric. It would, therefore, be a befitting thing to streamline suitable Cadre Posts in the State Archives in order to safeguard the interest of the personnel working there and to serve the cause of Archival Organisations. By doing so there would be an additional advantage as well. Persons not only highly qualified but also of consistently good academic career would feel attracted to join the Archival service.

Standing Committee's views : This resolution relates to matters of administration and as such should be the concern of the respective State/ Central Government.

Proceedings : This resolution was discussed and the members felt that it related to matters of administration and might be outside the purview of the Commission. The resolution was then dropped with the consent of the mover.

G. Revision of pay-scales in the National Archives of India

(7) Resolution by Shri J. Tewari

"Resolved that keeping in view the recent University Grant Commission Pay-Scales for the University Service, the Government of India be requested to revise the scales of pay prevalent in the National Archives of India, New Delhi, in order to give similar facilities to the personnel working there, and at the same time to attract persons of good academic career and attainments in future".

Explanatory Note : The National Archives of India is not only the best Archival institution in the whole of Asia but also one of the leading and best in the Western Countries. It is the ideal pattern on which the State Archives are organised. Its activities are of utmost significance from administrative, historical and cultural points of view. The Research Scholars, and University Professors both from India and abroad come to consult records bearing on their respective subjects of research, and the Archivists and Senior Officers feed them with relevant materials, and render necessary guidance as well. Thus the nature of the work assigned to the Archivists is not only highly technical, but scholarly, and Administrative as well which require hard labour, higher education, and high proficiency. This necessitates decent pay scales in order to attract men of high calibre to this profession. It is worth mentioning in this context that the pay-scales of Lecturers, Readers, and Professors in the Universities have been recently revised by the University Grants Commission which are on much higher level. Keeping this problem in view, the Government of India may be requested to consider the matter.

Standing Committee's views : This resolution relates to matters of administration and as such should be the concern of the respective State/ Central Government.

Proceedings : This resolution was discussed and the members felt that it related to matters of administration and might be outside the purview of the Commission. The resolution was then dropped with the consent of the mover.